

MINUTES OF THE CITY COUNCIL

CITY OF AUSTIN, TEXAS

Regular Meeting

April 14, 1977
10:00 A.M.

Council Chambers
301 West Second Street

The meeting was called to order with Mayor Friedman presiding.

Roll Call:

Present: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Hofmann, Linn, Trevino

Absent: Councilmembers Himmelblau, Lebermann

APPROVAL OF MINUTES

Mayor Pro Tem Snell moved that the Council approve the Minutes for March 31, 1977; Special Meeting Minutes of April 4, 1977, and Regular Meeting Minutes of April 7, 1977. The motion, seconded by Councilmember Linn, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Hofmann, Linn

Noes: None

Absent: Councilmembers Himmelblau, Lebermann

Not in Council Chamber when roll was called: Councilmember Trevino

INDUSTRIAL ARTS DAY

Mayor Friedman read a proclamation declaring April 23, 1977, as Industrial Arts Day recognizing the Sixth annual Industrial Arts competition as an occasion for students to share their talents and receive recognition for their achievements. He urged all citizens to join him in extending congratulations to the Hill Country Industrial Arts students and teachers. Accepting the award was Randy Shurr of Murchison Junior High and seven students. He extended an invitation to members of the Council to attend the competition at Highland Mall on April 23, 1977.

SAFARI '77

MR. MELVIN CHAMBERS, Austin Natural Science Center Program Chairman and Board Member, appeared before the Council to invite them to Safari which was to be held in Zilker Park April 16 and 17, 1977. He told them monies raised from the Safari would supplement the municipal funding for the new Natural Science Center in Zilker Park. Mr. Chambers introduced three children, Phillip Patman, Jr.; Yolanda Martinez; and Hosea Jackson. They briefly explained their main interest in the Science Center and requested the members of the Council to attend Safari '77. Free tickets were presented to the Council members.

PARADE PERMIT

Councilmember Trevino moved that the Council approve the request for a Parade Permit from Ms. Glenda Baltzer for T. G. Harris Elementary School from 8:15 a.m. until 9:00 a.m., Thursday, April 21, 1977, beginning from parking lot of Handy Andy #175 (2001 Wheless Lane) onto Wheless Lane passing Peggy Street, Briarcliff Boulevard, Linda Lane and Hickman Avenue, turning into the school grounds. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Mayor Pro Tem Snell, Councilmembers Hofmann, Linn,
Trevino, Mayor Friedman

Noes: None

Absent: Councilmembers Himmelblau, Lebermann

FARMERS' MARKET FENCE

MR. TOM SPILLAR appeared before the Council to request a chain link fence surrounding the Farmers' Market rather than a privacy cedar fence. He told the Council that they had originally approved chain link fencing for the market and the Advisory Committee had requested a cedar fence instead. He said they were now requesting the link fence because they feared vandals would break a cedar fence; also a cedar fence would hide criminal activity.

Mayor Pro Tem Snell moved that the Council approve chain link fencing in lieu of privacy cedar fencing surrounding the Farmers' Market. The motion, seconded by Councilmember Linn, carried by the following vote:

Ayes: Councilmembers Hofmann, Linn, Trevino, Mayor Friedman,
Mayor Pro Tem Snell

Noes: None

Absent: Councilmembers Himmelblau, Lebermann

(Councilmember Himmelblau entered the Council Chamber at this time.)

ZONING HEARING POSTPONED

Councilmember Linn moved that the Council approve postponement of the following zoning hearing until April 28, 1977:

KINGSTIP COMMUNI-
CATION, INC.
By Donald E. Bird
C14-77-005

1904 Pearl Street

From "A" Residence
2nd Height and Area
To "O" Office
2nd Height and Area
(as amended)

NOT RECOMMENDED by the Planning
Commission

Mr. Lillie briefly described the application and referred to the two week postponement the case had received at the March 31, 1977, Council meeting. Mr. Donald E. Bird said that two weeks ago he had felt there was a strong possibility to solve any problems, that he has met with College Houses, Inc., which are the neighbors opposing the application. Results of the meetings have brought them to an agreement which needs a contract and Mr. Bird requested, therefore, that the hearing be postponed two weeks. He said the opposition was in agreement with the two-week extension.

The motion was seconded by Mayor Pro Tem Snell, and carried by the following vote:

Ayes: Councilmembers Hofmann, Linn, Trevino, Mayor Friedman,
Mayor Pro Tem Snell, Councilmember Himmelblau
Noes: None
Absent: Councilmember Lebermann

LOST CREEK MUD

The three items on the agenda relating to Lost Creek Municipal Utility District were withdrawn as requested by letters written to the City Attorney's office by Mr. Elbert Hooper and Mr. Mike Willatt.

EASEMENT RELEASE

Councilmember Himmelblau moved that the Council adopt a resolution authorizing the release of the following Easement:

A portion of Public Utility Easement in Lot 66A, Onion Creek Resubdivision No. 3, a subdivision in the City of Austin, Travis County, Texas. (Requested by Mr. James G. Vier, representing Lumbermen's Investment Corporation, owners of said Lot 66-A)

The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Councilmembers Linn, Trevino, Mayor Friedman, Mayor Pro
Tem Snell, Councilmembers Himmelblau, Hofmann
Noes: None
Absent: Councilmember Lebermann

CASH SETTLEMENT

Councilmember Trevino moved that the Council adopt a resolution to authorize the following Cash Settlement:

NPC REALTY COMPANY, developers of the subdivision known as Cherry Creek, Phase Six, Section Two - \$9,391.20.

The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmember Trevino, Mayor Friedman, Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann

Noes: Councilmember Linn

Absent: Councilmember Lebermann

CONTRACTS AWARDED

Councilmember Linn moved that the Council adopt a resolution awarding the following contract:

J. T. WAGGONER CONSTRUCTION
COMPANY
P. O. Box 17036
Austin, Texas

- CAPITAL IMPROVEMENTS PROGRAM,
Stassney Lane Drainage Improvements,
West Channel from Williamson Creek to
150 feet south of Stassney Lane -
\$125,280.50.

The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn, Trevino

Noes: None

Absent: Councilmember Lebermann

Councilmember Linn moved that the Council adopt a resolution awarding the following contract:

B. G. BOYD CONSTRUCTION COMPANY
P. O. Box 369
Austin, Texas

- CAPITAL IMPROVEMENTS PROGRAM,
Diagnostic Lane Completion - Building
"E" East Service Center - \$11,500.00

The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn, Trevino

Noes: None

Absent: Councilmember Lebermann

Councilmember Linn moved that the Council adopt a resolution awarding the following contract:

FRANKE AMMONIA SERVICE, INC.
1301 East Jackson
El Campo, Texas

- Anhydrous Ammonia, Bulk, Water and
Wastewater Department.
Twelve Months Supply Agreement includ-
ing 12 months extension. Item No. 1
@ \$285.00/ton - \$17,100.00 estimated
Total

The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn, Trevino

Noes: None

Absent: Councilmember Lebermann

EMS CONTRACT AMENDED

Councilmember Trevino moved that the Council adopt a resolution authorizing the amendment of the existing contract between the City of Austin and Travis County providing for emergency medical services in Travis County. The motion, seconded by Councilmember Himmelblau, carried by the following vote:

Ayes: Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann,
Linn, Trevino, Mayor Friedman

Noes: None

Absent: Councilmember Lebermann

Mr. Bill Lever, Director, Emergency Medical Service Department, told the Council the contract needed amendment in order for them to continue to provide primary service in the County. The original contract, he said, guaranteed unpaid bills only at a rate of \$45.00, \$5.00 for oxygen and 61 cents per mile. He continued that the increase in service in the past year was over 300 runs per month and the average of calls in the County is approximately 90 per month. He said EMS can no longer provide primary services to the County without the addition of a fully equipped unit and seven personnel. Proposed changes to the contract are:

Amend the existing contract to provide for three one-year, mutually agreeable options at the end of the remaining two-year contract period (February 10, 1979).

A \$12,000 monthly charge which includes operating expenses (personal services, operations, and maintenance) and the use of capital equipment.

An annual adjustment to be effective October 1 of each year which will be based upon the U. S. Department of Labor "wholesale price index" and the Table of Hourly Earnings for production and non-supervisory workers on private, non-agricultural payrolls.

Councilmember Linn asked if we were expanding our coverage to the County. Mr. Lever said no, under the original contract they are now committed to cover all of Travis County. Mr. Davidson, City Manager, said the objective was to make certain the City of Austin would not have any out-of-pocket cost to subsidize the service out in the County. He said he felt the proposal would strengthen the financial position of Austin over and above the original agreement.

COMPREHENSIVE PLANNING GRANT

Councilmember Linn moved that the Council adopt a resolution for "701" Comprehensive Planning Grant for a total of \$67,500.00 of which \$45,000 is Federal and \$22,500 in in-kind matching funds. The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Councilmembers Himmelblau, Hofmann, Linn, Trevino, Mayor
Friedman, Mayor Pro Tem Snell
Noes: None
Absent: Councilmember Lebermann

PUBLIC HEARING ON ONE-WAY FRONTAGE ROAD

Councilmember Hofmann moved that the Council adopt a resolution to set a public hearing on IH 35 frontage road proposed one-way operation for May 5, 1977, at 10:30 a.m. The motion, seconded by Councilmember Trevino, carried by the following vote:

Ayes: Councilmembers Hofmann, Linn, Trevino, Mayor Friedman,
Mayor Pro Tem Snell, Councilmember Himmelblau
Noes: None
Absent: Councilmember Lebermann

PUBLIC HEARING SET ON AN APPEAL OF A SPECIAL PERMIT

Councilmember Linn moved that the Council set a public hearing for April 21, 1977, at 8:30 p.m. on an appeal of the decision of the Planning Commission granting a Special Permit to the Women's Center concerning property on the corner of Windsor Road and Enfield, from Claudia Lockman. (Permit No. C14P-77-009) The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmembers Linn, Trevino, Mayor Friedman, Mayor Pro Tem
Snell, Councilmembers Himmelblau, Hofmann
Noes: None
Absent: Councilmember Lebermann

PUBLIC HEARING RE-SET ON A ZONING CODE AMENDMENT

Councilmember Linn moved that the Council reset a public hearing for April 28, 1977, at 11:30 a.m. to amend Chapter 45 of the Austin City Code to provide a new definition for "bar", "cocktail lounge", "night club", "restaurant", and "office"; amending "SR" District zoning; amending requirements for certain signs; and amending building height requirements. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmembers Linn, Trevino, Mayor Friedman, Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann
Noes: None
Absent: Councilmember Lebermann

ZONING ORDINANCES

Mayor Friedman introduced the following ordinance:

AN ORDINANCE ORDERING A CHANGE IN USE AND ~~HEIGHT~~ AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

LOT 6, PARTITION OF PART OF MRS. O. M. ROBERTS ESTATE, LOCALLY KNOWN AS 9401 BURNET ROAD, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT AND "A" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT TO "D" INDUSTRIAL, FIRST HEIGHT AND AREA DISTRICT; SAID PROPERTY BEING LOCATED IN AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (City of Austin, C14-73-253, Area Study)

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Councilmember Trevino, Mayor Friedman, Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann, Linn
Noes: None
Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

Mayor Friedman introduced the following ordinance:

AN ORDINANCE ORDERING A CHANGE IN USE AND HEIGHT AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

A 1.058 ACRE TRACT OF LAND, SAVE AND EXCEPT THE WESTERNMOST TWENTY-FIVE FEET, LOCALLY KNOWN AS 10206 NORTH I. H. 35, FROM INTERIM "AA" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "DL" LIGHT INDUSTRIAL, FIRST HEIGHT AND AREA DISTRICT; SAID PROPERTY BEING LOCATED IN AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (Centex Furniture Outlet, C14-77-010)

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann, Linn
Noes: None
Abstain: Councilmember Trevino
Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

Mayor Friedman brought up the following ordinance for its first reading:

AN ORDINANCE ORDERING A CHANGE IN USE AND HEIGHT AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

TRACT 1: THE WEST 34 FEET OF LOT 28 AND THE EAST 36 FEET OF LOT 39, OUTLOT 39, DIVISION "D," WOOLDRIDGE RESUBDIVISION, LOCALLY KNOWN AS 911 WEST 23RD STREET, FROM "B" RESIDENCE, SECOND HEIGHT AND AREA DISTRICT TO "A" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 2: THE SOUTH 72 FEET OF LOTS 23 AND 24, DIVISION "D," OUTLOT 32, GEORGE W. SAMPSON SUBDIVISION, LOCALLY KNOWN AS 2208 PEARL STREET AND ALSO BOUNDED BY WEST 22-1/2 STREET, FROM "B" RESIDENCE, SECOND HEIGHT AND AREA DISTRICT TO "BB" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT;

ALL OF SAID PROPERTY BEING LOCATED IN AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (Betty W. Pells & Stever, Cherie J. Deutchman, C14-77-016)

The ordinance was read the first time, and Councilmember Himmelblau moved that it be passed to its second reading. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann
Noes: Councilmember Linn
Absent: Councilmember Lebermann
Abstain: Councilmember Trevino

The Mayor announced that the ordinance had been passed through its first reading only.

Mayor Friedman brought up the following ordinance for its first reading:

AN ORDINANCE ORDERING A CHANGE IN USE AND CHANGING THE USE MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

A 9,210 SQUARE FOOT TRACT OF LAND (SAVE AND EXCEPT THE WESTERNMOST FIVE (5) FEET WHICH IS HEREBY ZONED FROM "A" RESIDENCE DISTRICT TO "O" OFFICE DISTRICT), LOCALLY KNOWN AS 4206 SOUTH 1ST STREET, FROM "A" RESIDENCE DISTRICT TO "C" COMMERCIAL DISTRICT; SAID PROPERTY BEING LOCATED IN AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (John W. Bradley, Jr., C14-77-004)

The ordinance was read the first time, and Councilmember Himmelblau moved that the ordinance be passed to its second reading. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann
Noes: Councilmember Linn
Abstain: Councilmember Trevino
Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been passed through its first reading only.

Mayor Friedman introduced the following ordinance:

AN ORDINANCE ORDERING A CHANGE IN USE AND HEIGHT AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

TRACT 1: ALL PROPERTY WITHIN AN AREA BOUNDED BY TILLERY STREET ON THE EAST, LYONS ROAD ON THE NORTH, PLEASANT VALLEY ROAD ON THE WEST, AND GONZALES STREET (EAST 7TH STREET) ON THE SOUTH, SAVE AND EXCEPT THOSE PROPERTIES DESCRIBED AS TRACTS 2, 3, AND 4, WHICH FOLLOW AND SAVE AND EXCEPT LOTS 2 THROUGH 6, BLOCK 1; LOTS 13 AND 14, BLOCK 2; G. M. BRASS SUBDIVISION, AND THE ADJOINING VACATED BRASS STREET AND ALLEY, FROM "D" INDUSTRIAL, THIRD HEIGHT AND AREA DISTRICT TO "A" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 2: LOT 24, CERNOSKY SUBDIVISION NO. 14, FROM "D" INDUSTRIAL, THIRD HEIGHT AND AREA DISTRICT TO "GR" GENERAL RETAIL, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 3: LOT 1, CERNOSKY SUBDIVISION NO. 14, FROM "D" INDUSTRIAL, THIRD HEIGHT AND AREA DISTRICT TO "LR" LOCAL RETAIL, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 4: LOT 22, BLOCK 1, CERNOSKY SUBDIVISION NO. 11, FROM "D" INDUSTRIAL, THIRD HEIGHT AND AREA DISTRICT TO "LR" LOCAL RETAIL, FIRST HEIGHT AND AREA DISTRICT;

ALL OF SAID PROPERTY BEING BOUNDED BY LYONS ROAD, TILLERY STREET, GONZALES STREET, AND PLEASANT VALLEY ROAD, IN THE CITY OF AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (City of Austin, C14-77-019)

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn

Noes: None

Abstain: Councilmember Trevino

Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

Mayor Friedman introduced the following ordinance:

AN ORDINANCE ORDERING A CHANGE IN USE AND HEIGHT AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

TRACT 1: A 9.96 ACRE TRACT OF LAND, SAVE AND EXCEPT A 0.607 ACRE TRACT OF LAND, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "C" COMMERCIAL, FIFTH HEIGHT AND AREA DISTRICT; AND,

TRACT 2: A 0.420 ACRE TRACT OF LAND, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "C" COMMERCIAL, FIFTH HEIGHT AND AREA DISTRICT;

ALL OF SAID PROPERTY BEING LOCALLY KNOWN AS 4100-4232 ED BLUESTEIN BOULEVARD, IN THE CITY OF AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (Jacquelyne Tiemann, C14-72-202)

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn

Noes: None

Abstain: Councilmember Trevino

Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

Mayor Friedman introduced the following ordinance:

AN ORDINANCE ORDERING A CHANGE IN USE AND HEIGHT AND AREA AND CHANGING THE USE AND HEIGHT AND AREA MAPS ACCOMPANYING CHAPTER 45 OF THE AUSTIN CITY CODE OF 1967 AS FOLLOWS:

TRACT 5: AN APPROXIMATE 2.3 ACRE TRACT OF LAND, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "LR" LOCAL RETAIL, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 6: AN APPROXIMATE 27.6 ACRE TRACT OF LAND, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "A" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT; AND,

TRACT 7: AN APPROXIMATE 14.4 ACRE TRACT OF LAND, FROM INTERIM "A" RESIDENCE, INTERIM FIRST HEIGHT AND AREA DISTRICT TO "BB" RESIDENCE, FIRST HEIGHT AND AREA DISTRICT;

ALL OF SAID PROPERTY BEING LOCATED ON THE EAST AND WEST SIDE OF PLANNED PLEASANT VALLEY ROAD BETWEEN EAST RIVERSIDE DRIVE AND EAST OLTORF STREET, IN THE CITY OF AUSTIN, TRAVIS COUNTY, TEXAS; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE. (Richard L. Matz, Trustee, C14-72-239)

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Mayor Pro Tem Snell, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn

Noes: None

Abstain: Councilmember Trevino

Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

ELECTION OFFICIALS APPOINTED FOR MUNICIPAL
RUN-OFF ELECTION APRIL 30, 1977

Mayor Friedman introduced the following ordinance;

AN ORDINANCE APPOINTING ELECTION OFFICIALS TO CONDUCT THE RUNOFF MUNICIPAL ELECTION TO BE HELD APRIL 30, 1977; PROVIDING COMPENSATION FOR THE ELECTION OFFICIALS; DESIGNATING THE UTILIZATION OF AN ELECTRONIC VOTING SYSTEM FOR SAID ELECTION; DESIGNATING A PRIME AND ALTERNATE CENTRAL COUNTING STATION FOR SAID ELECTION; ESTABLISHING A DATE FOR A PRECOUNT TEST OF THE AUTOMATIC TABULATING EQUIPMENT; PROVIDING NOTICE OF SAME; DIRECTING THAT AN INSTRUCTION SCHOOL FOR ELECTION OFFICERS SHALL BE CONDUCTED; PROVIDING NOTICE OF SAME; PROVIDING FOR SUCH OTHER ASPECTS AS ARE INCIDENT AND RELATED TO THE PURPOSE OF THIS ORDINANCE; SUSPENDING THE RULE REQUIRING THE READING OF AN ORDINANCE ON THREE SEPARATE DAYS; AND DECLARING AN EMERGENCY.

Councilmember Himmelblau moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Linn, Trevino
Noes: None
Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

FREE BUS RIDES FOR SENIOR CITIZENS
ON MAY 22, 1977

Mayor Friedman introduced the following ordinance:

AN ORDINANCE AMENDING ORDINANCE NO. 740314-A, THE AUSTIN TRANSIT SYSTEM RATE ORDINANCE, BY ESTABLISHING A SPECIAL, ONE DAY ONLY, NO CHARGE TRANSIT FARE FOR CITIZENS 65 YEARS OF AGE OR OLDER; SUSPENDING THE RULE REQUIRING THE READING OF AN ORDINANCE ON THREE SEPARATE DAYS; AND DECLARING AN EMERGENCY.

Councilmember Hofmann moved that the Council waive the requirement for three readings, ~~add a final~~ declare an emergency, and finally pass the ordinance effective immediately. The motion, seconded by Councilmember Himmelblau, carried by the following vote:

Ayes: Mayor Pro Tem Snell, Councilmembers Himmelblau, Hofmann,
~~Linn, Trevino, Mayor Friedman~~
Noes: None
Absent: Councilmember Lebermann

The Mayor announced that the ordinance had been finally passed.

SPECIAL TRANSIT SERVICE REPORT

Mrs. Joanna Cornell, gave a report on the Special Transit Service Report. She said the Task Force for Special Transit Service of the Urban Transportation Commission reviewed staff recommendations for a new policy to improve this program. It was unanimously approved by the Commission. She pointed out that the five little vans make about 2,500 trips per month and the number of users is increasing. She said that a year ago there was no means of transportation for the handicapped. Mrs. Cornell expressed her thanks and gratitude to the Transportation Department for the special program on behalf of the handicapped people of Austin. Mr. Ternus commented that the Transportation Department is very proud of the program.

Councilmember Linn moved that the Council approve the inclusion of an Ordinance on the April 28, 1977, Agenda concerning the Special Transit Service Report. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmembers Himmelblau, Hofmann, Linn, Trevino, Mayor Friedman, Mayor Pro Tem Snell

Noes: None

Absent: Councilmember Lebermann

UTILITY REVENUE BOND SALE

Mayor Friedman stated that the City Council of the City of Austin had advertised that it would receive sealed bids until 10:30 a.m. C.D.T., this day for the City of Austin, Texas, \$80,000,000.00 worth of Utility System Revenue Bonds. He inquired about the assembly of the bids and if all bids had been received and whether there were any others either through the mail, from members of the Council, the City Clerk, the Finance Administrator, or anyone present in the Council Chamber. He announced that it was 10:30 a.m. and the time for receiving bids was closed.

Mr. Norman Barker, Finance Administrator, then opened and read bids on \$80,000,000.00 Utility System Revenue Bonds Series 1 as per attached sheet. He stated that two bids had been received and pointed out the fact that dozens of other major houses all combined into one are behind these bids.

Mayor Friedman referred the bids to Mr. Barker and Mr. Curtis Adrian, First Southwest Company, for verification.

(At this point Councilmember Lebermann entered the Council Chamber.)

While waiting for the verification, MRS. RUTH EPSTEIN, representing the Travis County Democratic Women appeared before the Council. She said that since there has been an attempt to try to untangle finances of the electric utility with proposed cost accounting, then she felt the Utility System Revenue Bonds should be separated so they could account for them. She said the present system was difficult for her to understand.

CITY OF AUSTIN, TEXAS
TABULATION OF BIDS RECEIVED ON
\$80,000,000 UTILITY SYSTEM REVENUE BONDS SERIES 1
APRIL 14, 1977

Name of Bidder	Maturity Dates	Nominal Gross Interest Rate	Gross Interest Cost	Premium Offered	Net Interest Cost	Effective Interest Rate
Bache Halsey Stuart, Inc. and Others	April 1, 1982 thru April 1, 1990	6.00				
	April 1, 1991	5.375				
	April 1, 1992	5.10				
	April 1, 1993	5.25				
	April 1, 1994	5.30				
	April 1, 1995	5.40				
	April 1, 1996 thru April 1, 1997	5.50				
	April 1, 1998 thru April 1, 2000	5.60				
	April 1, 2001	5.50				
	April 2, 2002	5.00	\$78,722,550.00	\$3,200.00	\$78,719,350.00	5.4613
Weeden & Co., Inc. and Associates	April 1, 1982 thru April 1, 1990	6.30				
	April 1, 1991	6.20				
	April 1, 1992 thru April 1, 1993	5.30				
	April 1, 1994 thru April 1, 2002	5.40	\$79,353,673.13	\$ 690.50	\$79,352,982.63	5.50528

Mayor Friedman told Mrs. Epstein he was sorry it was confusing to her, but the point is, when we go to sell on the market we try to get the lowest interest rate to save her and her fellow citizens as much money as possible. The integrity of the system is exactly what the investors are looking at, he continued. Since we have a municipally owned water and sewer as well as electric systems, they want to know what the financial situation is of both departments. We issue a revenue bond based on that. The City of Austin, ever since it has issued revenue bonds, has guaranteed that. To change now would cause a severe upheaval of our recommendations and our solid credit in the financial institutions around the country who invest in Austin. He pointed out that perhaps Mrs. Epstein misunderstood what the accounting system is trying to do. The accounting system has been talked about and called in line to find out what is going on with the money we collect from the rates. We know how much money we have outstanding in bonds, we want to make sure the electric utility as well as any other department does not have any problem and over expenditure in those departments. The bonds are isolated, said Mayor Friedman, they can be accounted for, you can read the prospectus that is issued. If there is any question such as you were trying to raise, he asked Mrs. Epstein, do you actually think anybody would be investing \$80,000,000.00 in the City of Austin on a whim?

Mr. Barker and Mr. Adrian returned to the Council Chamber and were asked by Mayor Friedman if they had verified the bids. Mr. Barker said they had and recommended that award of the bid be to Bache Halsey Stuart, Inc. and Others at an effective interest rate of 5.4613%.

Mr. Curtis Adrian, First Southwest Company, offered his congratulations to the Council. He said it was an excellent sale and far exceeded their expectations. He said the sale at 5.4613 was 54 basis points under Dow Jones Averages which of that day was 6.0. He said the 54 basis points represents a savings of \$7,783,560.00.

Mr. Davidson, City Manager, made the following statement to the Mayor and members of the City Council:

"Obviously, this is an outstanding bond sale for the City of Austin, and I think one more time it reflects the considerable reputation that this municipality has on Wall Street and within financial circles throughout the United States. I would like to point out that in all due respect to Mrs. Epstein's point, one of the strengths of the City's credit is in fact the ability to account for revenue coming into the total utility system as to whether or not it is water revenue, sewer revenue or electric revenue. And also, our ability to tell what goes out of that utility fund toward Capital Improvements, operating and maintenance expenses as well. Contrary to some of the claims that have been misunderstood about the need for a revised accounting system, the City of Austin can, in fact, account for and describe every dollar that has come into that utility fund from any of the utility sources. We can account for and describe every dollar that has come out of the utility fund either to repay the debt and obligation of the City or to purchase fuel or to pay for regular operating costs. The matter of creating a new accounting system is more a matter of convenience and a matter of preference on the part of certain citizens who would like to have information on a quicker, on a more concise basis without some of the things that have occurred within the City utility departments. But, this matter of preference or convenience should never be used to imply that something is

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either sub-standard or that something is trying to be hidden because that is absolutely not the case. The City of Austin has utilized Federal Power Commission accounting standards. We have won an award from the Municipal Finance Auditors Association for our annual audit. And that touches on the final point. We must provide to these bidders and prospective purchasers of City of Austin bonds an actual audit of the funds that have been taken in and of the City's ability to pay back this debt. These audits are placed on file in municipal libraries in all of the cities' budget and finance offices for examination by any citizen. And of course Mr. Barker, Mr. Nitcholas, Mr. Liro, myself, or the two utility department heads will stand by to spend as much time as required so we can fully explain any question or any request for information that our citizens may have. Finally, I would simply say that I reiterate what was stated by the Mayor that firms and syndicates simply would not submit this kind of a bid on City of Austin revenue bonds if there were any doubt as to the source of the funds to repay the debt."

Councilmember Trevino moved that the Council award the bid on the Revenue Bonds to Bache Halsey Stuart, Inc. and Others at an effective interest rate of 5.4613%. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmembers Lebermann, Trevino, Mayor Friedman, Mayor
Pro Tem Snell, Councilmembers Himmelblau, Hofmann
Noes: None
Abstain: Councilmember Linn

MINUTES PERTAINING TO PASSAGE AND ADOPTION OF
ORDINANCE AUTHORIZING ISSUANCE OF \$80,000,000
"CITY OF AUSTIN, TEXAS, UTILITY SYSTEM REVENUE
BONDS, SERIES 1." DATED APRIL 1, 1977

THE STATE OF TEXAS	I
	I
COUNTY OF TRAVIS	I
	I
CITY OF AUSTIN	I

ON THIS, the 14th day of April, 1977, the City Council of the City of Austin, Texas, convened in regular session at the Council Chambers, Municipal Annex, the meeting being open to the public and notice of said meeting having been given as prescribed by Article 6252-17, Section 3A, V.A.T.C.S., with the following members present and in attendance, to wit:

JEFFREY M. FRIEDMAN	MAYOR
JIMMY SNELL	MAYOR PRO TEM
MARGRET HOFMANN)
DR. EMMA LOU LINN)
JOHN TREVINO)
LOWELL H. LEBERMAN)
BETTY HIMMELBLAU)
	COUNCIL MEMBER

and with the following absent: None, constituting a quorum; at which time the following among other business was transacted, to wit:

The Mayor presented for the City Council's consideration an ordinance authorizing the issuance of \$80,000,000 in revenue bonds, the caption of said ordinance being as follows:

"ORDINANCE NO. 770414-A

"AN ORDINANCE by the City Council of the City of Austin, Texas, authorizing the issuance of \$80,000,000 'CITY OF AUSTIN, TEXAS, UTILITY SYSTEM REVENUE BONDS, SERIES 1,' dated April 1, 1977, for the purposes stated in this ordinance; pledging the net revenues of the City's combined Electric Light and Power, Waterworks and Sewer System to the payment of the principal of and interest on said bonds after providing for the payments required by the ordinances authorizing issuance of the first lien bonds; providing certain covenants pertaining to the bonds similarly secured (including the bonds herein authorized) and the funds from which same are to be paid; enacting provisions incident and relating to the subject and purpose of this ordinance and declaring an emergency."

The ordinance was read and Council Member Trevino moved that the rule be suspended which requires that no ordinance shall become effective until the expiration of ten days following the date of its final passage, that such ordinance be finally passed and adopted at this meeting, and that, for the reasons recited therein, said ordinance be passed as an emergency measure for the immediate preservation of the public peace, health, and safety of the citizens of Austin as permitted by the City Charter. The motion was seconded by Council Member Hofmann and carried by the following vote:

AYES: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Hofmann, ~~Trevino~~, ~~Lebermann~~ and ~~Himmelblau~~
ABSTAIN: Dr. Linn
NOES: None

The ordinance was read the second time and Council Member Trevino moved that the rules be further suspended and that the ordinance be passed as an emergency measure to its third reading. The motion was seconded by Council Member Hofmann and carried by the following vote:

AYES: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Hofmann, Trevino, Lebermann and Himmelblau
ABSTAIN: Dr. Linn
NOES: None

The ordinance was read the third time and Council Member Trevino moved that the ordinance be finally passed as an emergency measure. The motion was seconded by Council Member Hofmann and carried by the following vote:

AYES: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Hofmann, Trevino, Lebermann and Himmelblau
ABSTAIN: Dr. Linn
NOES: None

The Mayor then announced that the ordinance had been finally passed and adopted.

Councilmember Trevino moved that the Council adopt a resolution approving the Notice of Sale of the Utility System Revenue Bonds, Series 1. The motion, seconded by Councilmember Himmelblau, carried by the following vote:

Ayes: Councilmember Trevino, Mayor Friedman, Mayor Pro Tem
Snell, Councilmembers Himmelblau, Hofmann, Lebermann
Noes: None
Abstain: Councilmember Linn

Mayor Friedman pointed out that this will be the last bond sale he will supervise as Mayor. He said it was a remarkable vote of confidence in the City of Austin.

HEALTH SERVICES STUDY

Councilmember Trevino moved that the Council approve the designating of Health Services Study Team I to serve as the Steering Committee for the entire Health Services Study and designated Dr. Milton Talbot to serve as Chairperson. (This was an emergency item) The motion, seconded by Councilmember Himmelblau, carried by the following vote:

Ayes: Councilmembers Hofmann, Lebermann, Linn, Trevino, Mayor
Friedman, Mayor Pro Tem Snell, Councilmember Himmelblau
Noes: None

PUBLIC HEARING ON MINIMUM HOUSING ORDINANCE

Mayor Friedman opened the Public Hearing on the Minimum Housing Ordinance at 11:00 a.m. He asked Mr. John Harms, Chairman, Ad Hoc Building Standards Policy Review Advisory Committee, if he had a report. Mr. Harms announced that since the hearing two weeks prior, his committee had met several times with the Austin Apartment Association and have reached what he felt were good compromises on mutual problems.

MR. NIEMAN, representing the Austin Apartment Association, distributed a hand-out of changes and said that with them, the Austin Apartment Association can strongly support the passage of the Minimum Housing Ordinance. He said he would not go into detail concerning their recommendations for changes but said they covered the following points: control of insects, entry by official, cleanliness, tenant duties, landlord on board, procedural rules, outside paint, garbage cans, leaks, bathroom floors, hot water, dangerous animals, owner liability, tenant can assume, retaliation, misdemeanor to rent substandard which poses danger, termites, morals, lack of table of contents for Ordinance.

Mr. Nieman said that the Ordinance was needed and undoubtedly there is substandard housing that can be controlled with this Ordinance better than with any other way they know of. He encouraged the City Council to study their proposed changes and adopt them through final passage of the Ordinance.

Councilmember Lebermann asked Mr. Nieman if he felt he had adequate input. Mr. Nieman said they had. Mayor Friedman asked Mr. Harms if the report from Mr. Nieman was satisfactory to him and the members of his committee who did meet. Mr. Harms answered, "Yes." He (Mr. Harms) continued that this Ordinance was just one phase of a program in town and that serious consideration needs to be given to funding so that this Ordinance can be enforced. Mayor Friedman stated that the City will not be able to enforce it immediately, but that it will be phased in.

Councilmember Himmelblau asked Mr. Harms if it is true this will no longer be a sovereign commission, but will be appealed to Council. He said yes, it would be an appeal from the City Council within 10 days. The Building Standards Commission is still the final authority, pending this appeal.

Mr. Tom Curtis appeared on behalf of the Austin Association of Builders. He said they generally subscribe to what he thinks is a workable Ordinance. There were two things he questioned, one provision places a duty on the landlord and a tenant in some particular activity, such as trash and rubbish. He wanted the complaint pointed at the person responsible for the problem. The way it reads, he said, could make the landlord responsible for the tenant's problem, or vice versa. The other question that may or may not be a problem, he said, was the Ordinance requirement that the premises be kept safe. He said that of course the premises would be kept safe, but it may be that could be used in a Civil action, removing the traditional requirement of providing negligence. He wanted a solution that would not hamper the Ordinance. Mayor Friedman suggested Mr. Harris would be more than happy to hear Mr. Curtis' thoughts but did not know quite how it could be written out.

MALCOLM SMITH, attorney representing Viktorin and Bradford, Austin Housemovers, said he had presented their requested changes for Article 14. He was unaware that the Ad Hoc Committee was still meeting and therefore, they had not had their request for changes. Councilmember Linn asked him to go over them as she did not have her copy. Mayor Friedman said the gist of the request was that permits should be issued unless an appeal is made within 7 days of the request. The complaint could concern where the house is being moved to, or where the house is being moved from. Mayor Friedman suggested that Mr. Smith contact either Mayor Pro Tem Snell or Mr. Harms within the next week and discuss it a little more in detail. Mr. Harms returned to say that rushing through permits has been a good deal of the problem with move-ons. He said they did not feel seven days notice was adequate time to notify a neighborhood. He said he had some problems with a permit being issued and then having a hearing. He compared it to building a factory and then talking about the zoning. Mr. Smith said he thought the main thing Building Standards would be confronted with would be the issue of whether or not there was neighborhood compatibility. He continued that if no one complains about the house, why delay it. Citizens always complain within a very short period of time. Mayor Pro Tem Snell told Mr. Smith that they would get together sometime during the week to discuss the matter.

MOE TERRELL, President, Austin Board of Realtors, said they had long recognized the need for an Ordinance that would regulate sub-standard housing. He requested the Council give favorable consideration to his board's recommendations:

1. Make-up of Commission, Section 40-9A, change (7) to read "a person who is the owner or agent of the owner of ten or more rented units."
2. Add (8) Four members chosen on the basis of their interest in community affairs, all of whom shall be property owners.
3. Under 40-13 (d) (1) place a colon after the word "vermin" and delete the remainder of the fourth and all of the fifth lines.

Mr. Terrell said they otherwise give support to the Ordinance.

MRS. RUTH EPSTEIN, representing Travis County Democratic Women, felt the wording "compatibility with existing neighborhoods" was objectionable. She said they preferred that the word "compatibility" be left out and that the zoning ordinance have restrictions instead. She was relieved that moved-on structure decisions could be appealed to the City Council.

LINDA SHAW appeared before Council to speak about moved-on structures. Her residence is on Miles Avenue where five moved-on structures since 1972 have been the cause of a bitter and protracted struggle to keep their neighborhood from urban blight. She said her neighborhood offered their support to Section 40-36, especially the part requiring posting of notices in the neighborhood in which the house is to be moved with letters sent to those living within 300 feet. She brought several slides and photographs to illustrate what she spoke about. Ms. Shaw strongly supported Section 40-39 in which renovations are required to be completed within 120 days. She said present rules do not govern this properly. Mayor Friedman asked if she were happy with the wording of the new Ordinance concerning move-ons. She indicated affirmatively.

JIM ROCK, member of the Ad Hoc Committee that drew up the Ordinance, asked the Council to pass the Ordinance on first reading if they were not going to pass the whole thing that day. He made a couple of comments on changes and suggested the changes pointed out by Mr. Nieman be looked at. He felt that not everything they wanted was necessary.

JIM PIPER, an attorney with Travis County Legal Aid, said that ultimately the owner is the one who is responsible for the property. He commented on the observations of Mr. Curtis. He responded to Mr. Terrell's requirement that the people be property owners by saying that 100,000 people in Austin live in apartments and the City should pick the four best people they can, chosen on merit rather than home ownership.

CHUCK WADDELS, Austin Tenants Council, had two brief comments. He thought a short first year summary of the Code should be published and attached to contracts and leases. Secondly, he thought the City should investigate the use of Federal funds to supplement the Building Inspection staff for the first year.

BOOKER T. MOORE, speaking as a private citizen, felt that when a person rents a house, it is their home and they should take care of it. If something is wrong with the house, the renter should move and not expect the City of Austin to take care of it. He wanted to know where a property owner has any rights. The City should not have to go in and tell a property owner when he has violated the law; that should be left to the Courts. Mayor Friedman said the City does take it to Court. Mr. Moore said he is a house mover, but he is retiring because he cannot meet the Ordinance requirements.

MARY OGDEN, property owner, spoke to the Council, indicating she did not like the old law and thinks the revised Ordinance probably will not be any good either. She wondered why the City would have the right to tell a property owner to renovate a house built in 1929 into present day construction. She also brought out the point that if she wants to tell a tenant to move, she has the right to ask them to move.

Mayor Friedman brought up the following ordinance for its first reading:

AN ORDINANCE AMENDING CHAPTER 40 OF THE 1964 CODE OF THE CITY OF AUSTIN, AS AMENDED, PROVIDING FOR A BUILDING STANDARDS COMMISSION; PROVIDING THE POWERS AND DUTIES OF THAT BOARD; PROVIDING FOR THE PROCEDURES BEFORE THAT BOARD; PROVIDING FOR THE PROCEDURES FOR VIOLATIONS OF THIS CHAPTER; PROVIDING PROCEDURES FOR CLOSING VACANT AND OPEN STRUCTURES; REGULATING RESIDENTIAL HOTELS; PROVIDING A PENALTY NOT TO EXCEED TWO HUNDRED DOLLARS; PROVIDING A SEVERABILITY CLAUSE; SUSPENDING THE RULE REQUIRING THAT ORDINANCES BE READ ON THREE SEPARATE DAYS; AND PROVIDING AN EFFECTIVE DATE.

The ordinance was read the first time, and Mayor Pro Tem Snell moved that the ordinance be passed to its second reading. The motion, seconded by Councilmember Hofmann, carried by the following vote:

Ayes: Councilmember Trevino, Mayor Friedman, Mayor Pro Tem
Snell, Councilmembers Himmelblau, Hofmann, Lebermann, Linn
Noes: None

The Mayor announced that the ordinance had been passed through its first reading only. He noted that it would be brought back April 21, 1977, with amendments.

REVISED CLASSIFICATION AND PAY PLAN

Mr. Jimmie L. Flakes, Jr., Director of Personnel, presented the following report on classification and pay plan recommendations to the City Council:

"In the Fiscal Year 1975-76 Annual Budget, the City Council allocated funds for a comprehensive review of the City's classification and pay plan. The first results were realized in October, 1976, when the City Council approved a revised classification and pay plan for Police and Fire Civil Service classifications. I am now pleased to present recommendations for a revised pay program for other employees covered by the City classification system. As you are aware, department heads and their principle assistants who are exempt are not covered by the system.

First, a review of the major processes of this study may be helpful:

1. The City Council allocated \$20,000 for the study in the Fiscal Year 75-76 operating budget, and approved the use of an additional \$10,000 in CETA funds for the services of a consulting firm. The Personnel Department first met with City and departmental management and determined the objectives for the study. The consulting firm of Lifson, Wilson, Ferguson, and Winick, Inc., was selected in March, 1976, to provide technical assistance to the staff of the Personnel Department. The project was planned and the various techniques to be used were designed.
2. The project's first major step was the training of 70 task force members representing the various departments. Their role was to assist in the gathering of accurate job data relating to each classification within the various departments through the completion of 3,100 job description inventories.
3. Concurrently, Personnel Department staff members began the evaluation phase of the project by administering the Position Analysis Questionnaire (PAQ) to over 2,700 employees representing these same jobs. The Management Evaluation Technique (MET), a factor evaluation system developed with input from departmental management, was then applied in over 500 professional, supervisory and managerial positions. The results of the PAQ and MET were evaluated, and new classifications were developed.
4. In order to properly price the new classifications, a survey of prevailing market pay rates was conducted. Hospitals, electric utilities and other municipal governments throughout the state were contacted to obtain comparative salary information on classifications for which Austin competes statewide. Additionally, public and private employers in the Austin area were surveyed concerning classifications for which we compete in the local market area. With position evaluation data and market data collected, classification families were grouped and placed on one of three new pay scales.
5. From December, 1976, through early February, 1977, meetings were conducted with department heads to discuss the results of the project. Pay scale and pay grade assignments were reviewed with each department head. Second and third evaluations of certain classifications were conducted when requested by the department head, and adjustments were made whenever justified.

The proposed programs will offer improvements over the current system in three major areas:

1. Administration and Maintenance: This system will provide for studies to be completed within 60 days of the request, compared with 6 months on the current system. Better internal and external equity will be assured using work center study

techniques and annual market surveys. More flexible, equitable and timely responses to adjustments in market conditions and/or City operations will be possible with functionalized pay scales.

2. Objectivity: Utilization of the Position Analysis Questionnaire and the Management Evaluation Technique will provide accurate, meaningful and fair evaluations of positions and classifications based on standardized and quantifiable job elements and factors.
3. Pay Structure: There are more steps per pay grade than in any current pay grade. Additional steps are available in the higher pay grades on each pay scale in order to compensate classifications of higher responsibility. The percentage difference between minimum and maximum salaries in any pay grade is greater than in any current pay grade. Department heads will have the option to grant one or two merit steps, or three steps with the approval of the Director of Personnel. The probationary raise granted a new employee will be approximately 7-1/2%, an amount sufficient to offset the retirement deduction and provide an increase in take-home pay.

Following is my recommended procedure for implementing employees into the proposed pay program?

General Rule for Implementation: Employees will be implemented into their assigned pay scale and pay grade at the step equal to or just above their current base salary, with the following conditions:

1. Fully qualified regular employees in steps "A" through "D" of the current pay scale will be implemented in accordance with the general rule but at a minimum of the proposed step "D."
2. Fully qualified regular employees in step "E" of the current pay scale will be implemented in accordance with the general rule but at a minimum of the proposed step "F."
3. Fully qualified probationary employees will be implemented in accordance with the general rule but at a minimum of the proposed step "A."
4. Employees currently at minus steps will be implemented in accordance with the general rule.
5. Employees whose current salary is greater than the maximum salary in the proposed pay grade will retain their current salary.

This method of implementation will provide an equitable transition from the current merit increase system to the proposed merit increase system. A differential between long-term and new employees in the same classifications

will be maintained. The possibility of new employees hired at the step "A" passing up long-term employees because of the larger probationary increase will be minimized.

The cost of implementing this recommended program for the remainder of Fiscal Year 76-77 (May - September) is shown below:

\$721,583 salaries
101,021 fringe benefits

\$822,604

Based on this cost figure, the projected annual cost would be \$1,944,337. However, certain savings could be realized by limiting the amount of merit increase money budgeted by the various departments in the next fiscal year operating budget. Assuming that departments currently budget 5% of salaries for merit increases, and assuming that this amount was limited to 4% next year, the potential savings would be \$750,000.

I believe this new pay program provides City employees with classifications and salary levels comparable to and competitive with those in appropriate job markets, and equally important, a mechanism through which these levels can be maintained in a timely, equitable, and accurate manner.

I, therefore, submit this new classification and pay program for City employees for your review and presentation to City Council.

Councilmember Trevino asked Mr. Flakes if they did not allocate \$1,000,000.00 for the program. Mr. Flakes replied that amount was provided for the plan beginning in January or February. Councilmember Trevino asked if, since the plan was not implemented as soon as planned and there is a surplus of \$177,000.00, there was some way the money could be utilized and given to the City employees. Mr. Flakes replied the problem was not so much with providing employees with that money this year, as much as financing of the program next year. Mr. Davidson, City Manager, explained the total annual cost is going to be greater than the \$1,000,000.00 allocated, which means it will be more next year than anticipated. He went on to suggest that because of the anticipated tight budget, that if part of this year's allocation can be saved, the City will need it for this purpose next year. Mr. Flakes said that if the amount recommended for the program for the remainder of the year is annualized, it comes to 1.9 million, which is .7 million dollars more than was allocated for the full year. Mayor Pro Tem Snell asked if the fringe benefits included hospitalization. He was told it did.

Councilmember Trevino continued with his concern with the \$177,000.00. He asked if they could do an "across the board, one at a time crack?" Councilmember Linn asked if he were suggesting a bonus. Councilmember Trevino answered that since they had set aside \$1,000,000.00 and the cost will not be that great, he wanted to distribute the \$177,000.00.

Councilmember Linn said she had a problem with the testing system. The employee at the lower level, she pointed out, fills out the test according to the duties he performs. Mr. Flakes replied that they used some slightly unorthodox ways of using the PAQ. It is designed, he said, to do a one on one session. The employee, employee's supervisor, and the analyst from the Personnel Department sit down together and evaluate the job. The analyst fills out the questionnaire based on answers from the supervisor and the employee. He said that is the way it is supposed to be done. They had 2700 of them to do in 6 months, making it almost impossible to utilize the system as it is designed. It is designed that the answers will be controlled, to a degree. Councilmember Linn answered she could understand that, what she didn't want to happen was some supervisor having some of the employees under him working at a higher level than they are paid. She wondered if the supervisor could amend some of the answers, and said that with three people sitting there, one of them an analyst, this would not happen. Mr. Flakes answered they hoped it would not happen, but he could not guarantee it. It is designed so the analyst will fill out the questionnaire, based on responses from the subordinate and the supervisor. Their hope is that analysts in the future can be as objective as the present analysts.

Mayor Friedman introduced the following ordinance:

AN ORDINANCE REPEALING ORDINANCE NO. 681114-A; PROVIDING FOR THE ESTABLISHMENT OF A CLASSIFICATION AND PAY PROGRAM FOR THE CLASSIFIED PERSONNEL SERVICE; PROVIDING FOR THE ESTABLISHMENT OF PAY SCHEDULES FOR THE CLASSIFIED SERVICE AFTER CLASSIFICATION STUDY; PROVIDING FOR THE IMPLEMENTATION AND CONTINUOUS ADMINISTRATION OF SUCH PLANS; REPEALING ALL OTHER ORDINANCES IN CONFLICT HERewith; PROVIDING A SEVERABILITY CLAUSE; SUSPENDING THE RULE REQUIRING THE READING OF ORDINANCES ON THREE SEPARATE DAYS; AND DECLARING AN EMERGENCY.

Councilmember Lebermann moved that the Council waive the requirement for three readings, declare an emergency and finally pass the ordinance. The motion, seconded by Councilmember Himmelblau, carried by the following vote:

Ayes: Mayor Friedman, Mayor Pro Tem Snell, Councilmembers
Himmelblau, Hofmann, Lebermann, Linn, Trevino
Noes: None

The Mayor announced that the ordinance had been finally passed.

Councilmember Trevino again brought up the subject of the surplus money. "Assuming there are 7,000 employees and we are talking about \$177,000, that comes out to \$25.00 per worker. That would be \$20.00 plus \$5.00 fringe benefits." That would be like a spring-time bonus, said Mayor Friedman. You can put the topic on the agenda any time.

MEETING ADJOURNED

The Council Meeting adjourned at 12:30 p.m.

April 14, 1977

APPROVED


Mayor

ATTEST:


City Clerk